UK, European and International policy and perspectives

Dr Katie Wheat
Training & Resources Development Manager

Research Staff Management and Career Development: Practice Sharing Event for Principal Investigators, Sussex, 13 April 2016
The ‘strands’ of Vitae: World-class professional development of researchers

Influence strategy & navigate policy

Strengthen institutional provision & quality

Support researcher developers in their professional practice & careers

Inspire researchers to realise their potential through professional development

Demonstrate evidence & impact of researchers’ careers

Vitae Membership: Stay informed, network, collaborate, innovate
Vitae and UK researcher development

- **1968**: First GRADschool run by CRAC (Vitae parent company)
- **1996**: Concordat for Research Careers
- **2002**: SET for Success report, Sir Gareth Roberts
- **2003**: UK GRAD Programme for PGR
- **2005**: ‘Roberts money’ allocated (>£20M pa over 5 years)
- **2008**: Rebranded as Vitae to support all ‘early career’ researchers, institutional capacity building & Concordat to Support Career Development of Researchers
- **2010**: First UK universities gain HR Excellence in Research award
- **2011**: End of ‘ring-fenced’ Roberts money for UK universities, Vitae Researcher Development Framework embedded in UK
- **2012**: Vitae Step change resources for research staff
- **2015**: Vitae membership launched for organisations and funders
- **2016**: Vitae International membership
The product that the PhD researcher creates is not the thesis – vital though that is to their subject area through the creation of original knowledge – no, the product of their study is the development of themselves

Professor Sir Gareth Roberts
(Set for Success, 2002)
Concordat to Support the Career Development of Researchers

UK policy and practice to enhance research staff careers

Sets out key principles about:
- Recruitment and selection
- Recognition and value
- Support and career development
- Researchers’ responsibilities
- Equality and diversity
- Implementation and review
European policy: HR Excellence in Research


- improve recruitment
- make selection procedures fairer and more transparent
- proposes different means of judging merit

"Merit should not just be measured on the number of publications but on a wider range of evaluation criteria, such as teaching, supervision, teamwork, knowledge transfer, management and public awareness activities"

- 94 UK institutions have achieved the award
- Vitae manages UK processes as part of Vitae membership
- In future - stronger link between research funding and HR Excellence in Research
Global convergence in ambition for excellent researcher development

- Cultivate talent at all levels of career development
- Attract and retain the best talents in all their diversity
- Develop interdisciplinary research
- Facilitate mobility
- Encourage acquisition of diverse skill sets
- Undertake outreach activities
- Nurture research integrity
- Provide high quality research environment
- Share good practice

http://www.globalresearchcouncil.org/statement-principles-research-integrity
International researchers’ perspectives

- The training of young scientists often leaves them poorly equipped for their duties and responsibilities once they reach a permanent position.
- Need for aligning young scientists’ skills with the responsibilities and diversified tasks on the next level.
- Help them to acquire knowledge, techniques and procedures that help them to be globally competitive and participate meaningfully.

Open science is about the way research is carried out, disseminated, deployed and transformed by digital tools, networks and media

Isidoros Karatzas, Head of the Ethics and Research Integrity Sector, European Commission
Confidence levels

Experience and gender differences

Enthusiasm for training/CPD higher amongst less experienced, and females

Chart shows % fully confident, with experience as RL in years
## Importance and recognition

<table>
<thead>
<tr>
<th>Activity</th>
<th>% very or important</th>
<th>% recognised / valued</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leading your research group</td>
<td>95%</td>
<td>63%</td>
</tr>
<tr>
<td>Developing research staff</td>
<td>95%</td>
<td>54%</td>
</tr>
<tr>
<td>Giving career advice to researchers</td>
<td>90%</td>
<td>52%</td>
</tr>
<tr>
<td>Securing funding</td>
<td>95%</td>
<td>85%</td>
</tr>
</tbody>
</table>
What do research staff do next?

- Explore the transitions of former academic researchers into other occupations and employment sectors
- Develop resources to help researchers make more informed career decisions
- Create a collection of career stories to illustrate potential opportunities
- Extensive communications and reach through personal and professional networks
- Our partners:
What do research staff do next?

Reasons for leaving

- 79% Better long term prospects
- 76% More job security
- 67% Move away from fixed term contracts
- 59% Better work life balance
- 55% Better working environment
- 53% Better salary potential
What do research staff do next?

Employment sectors

- Higher education: 24%
- Life sciences and pharmaceuticals: 19%
- Public administration: 10%
- Finance, business and IT: 8%
- General manufacturing, energy and mining: 8%
- Health and social work: 8%
- Charity and third sector: 8%
- Other education: 7%
- Consultancy: 5%
- Publishing and media: 5%
What do research staff do next?

The transition

- **Most challenging**
  - Change in organisational culture
  - Change in perception of status, personal and others
  - Lack of flexibility, time management, deadlines
  - People management and relationships

- **Most helpful**
  - Support from new colleagues and organisation
  - Gaining broader experience while research staff
  - Transferable competencies
  - Using networks, careers advice and mentoring
  - Being motivated and resilience
  - Flexibility and adaptability
Vitae resources for you

Careers

Professional development

Policy

Equality and diversity
Thank you

Tel: 01223 460277
Email: Katie.Wheat@vitae.ac.uk
Website: www.vitae.ac.uk
@vitae_news #Vitae16